

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## DO NOT WRITE IN THIS SPACE

Case  
13-CA-277925Date Filed  
6/1/2021

## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Columbia College Chicago		b. Number of workers employed 500
c. Address (street, city, state, ZIP code) 600 S. Michigan Ave., Chicago, IL 60605	d. Employer Representative Kwang-Wu Kim, President	e. Telephone No. 312-369-1000
f. Type of Establishment (factory, mine, wholesaler, etc.) Private college	g. Identify principal product or service undergraduate and graduate education	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5), 8(d) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

Since on or about May 14, 2021, the above-named employer, by its officers and agents, has failed and refused to bargain over its decision to establish a policy concerning and restricting the rights of part-time faculty over the intellectual property that they create, or the effects of its policy on the faculty.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Columbia Faculty Union (CFAC), Local 6602

4a. Address (street and number, city, state, and ZIP code)

600 S. Michigan Ave., Suite 1309 B, Chicago, IL 60605

4b. Telephone No.

312-369-7485

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Illinois Federation of Teachers-American Federation of Teachers, AFL-CIO

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

David P. Lichtman

(signature of representative or person making charge)

Attorney

(title if any)

Address Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich, LLP  
8 S. Michigan Ave., 19<sup>th</sup> floor, Chicago, IL 60603

312-372-1361

6/01/2021

(Telephone No.)

(date)



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 13  
Dirksen Federal Building  
219 South Dearborn Street, Suite 808  
Chicago, IL 60604-2027

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (312)353-7570  
Fax: (312)886-1341



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June 2, 2021

Kwang Wu Kim, President/CEO  
600 S Michigan  
Chicago, IL 60605

Re: Columbia College Chicago  
Case 13-CA-277925

Dear Dr. Kim:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney Emily O'Neill whose telephone number is (312)353-7610 and whose email address is **Emily.O'Neill@nlrb.gov**. If this Board agent is not available, you may contact Supervisory Field Examiner Paul Prokop whose telephone number is (312)353-7171.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlr.gov](http://www.nlr.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge by Jun 16, 2021. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not

enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Correspondence:** All documents submitted to the Region regarding your case MUST be filed through the Agency's website, [www.nlr.gov](http://www.nlr.gov). This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlrb.gov](http://www.nlrb.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in cursive script that reads "Paul Hitterman".

Paul Hitterman  
Acting Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

cc: Terence Smith  
600 South Michigan Avenue, Room 717  
Chicago, IL 60605

## QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME	CASE NUMBER 13-CA-277925
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## 1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)

## 2. TYPE OF ENTITY

☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify )

## 3. IF A CORPORATION or LLC

A. STATE OF INCORPORATION OR FORMATION	B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES
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## 4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS

## 5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR

## 6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).

## 7A. PRINCIPAL LOCATION:

## 7B. BRANCH LOCATIONS:

## 8. NUMBER OF PEOPLE PRESENTLY EMPLOYED

A. TOTAL:

B. AT THE ADDRESS INVOLVED IN THIS MATTER:

9. DURING THE MOST RECENT (Check the appropriate box): ☐ CALENDAR ☐ 12 MONTHS or ☐ FISCAL YEAR (FY DATES \_\_\_\_\_)

	YES	NO
A. Did you provide services valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value. \$ _____		
B. If you answered no to 9A, did you provide services valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided. \$ _____		
C. If you answered no to 9A and 9B, did you provide services valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$ _____		
D. Did you sell goods valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$ _____		
E. If you answered no to 9D, did you sell goods valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$ _____		
F. Did you purchase and receive goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$ _____		
G. Did you purchase and receive goods valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$ _____		
H. Gross Revenues from all sales or performance of services (Check the largest amount) <input type="checkbox"/> \$100,000 <input type="checkbox"/> \$250,000 <input type="checkbox"/> \$500,000 <input type="checkbox"/> \$1,000,000 or more If less than \$100,000, indicate amount.		
I. Did you begin operations within the last 12 months? If yes, specify date: _____		

## 10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?

☐ YES ☐ NO (If yes, name and address of association or group).

## 11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS

NAME	TITLE	E-MAIL ADDRESS	TEL. NUMBER
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## 12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)	SIGNATURE	E-MAIL ADDRESS	DATE
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## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

**UNITED STATES OF AMERICA**  
**BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**COLUMBIA COLLEGE CHICAGO**

Charged Party

and

**COLUMBIA FACULTY UNION (CFAC), LOCAL  
6602, IFT-AFT/AFL-CIO**

Charging Party

**Case 13-CA-277925**

**AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER**

I, the undersigned employee of the National Labor Relations Board, state under oath that on June 2, 2021, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

Kwang Wu Kim, President/CEO  
600 S Michigan  
Chicago, IL 60605

Terence Smith  
600 South Michigan Avenue, Room 717  
Chicago, IL 60605

June 2, 2021

\_\_\_\_\_  
Date

Timothy D. Bennett, Designated Agent of  
NLRB

\_\_\_\_\_  
Name

/s/Timothy D. Bennett

\_\_\_\_\_  
Signature



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 13  
Dirksen Federal Building  
219 South Dearborn Street, Suite 808  
Chicago, IL 60604-2027

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (312)353-7570  
Fax: (312)886-1341



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June 2, 2021

Columbia Faculty Union (CFAC), Local 6602, IFT-AFT/AFL-CIO  
600 South Michigan Ave Avenue, Suite 1309B  
Chicago, IL 60605

Re: Columbia College Chicago  
Case 13-CA-277925

Dear Sir or Madam:

The charge that you filed in this case on June 01, 2021 has been docketed as case number 13-CA-277925. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney Emily O'Neill whose telephone number is (312)353-7610 and whose email address is **Emily.O'Neill@nlrb.gov**. If this Board agent is not available, you may contact Supervisory Field Examiner Paul Prokop whose telephone number is (312)353-7171.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlr.gov](http://www.nlr.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to



take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlrb.gov](http://www.nlrb.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.



We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in cursive script that reads "Paul Hitterman". The ink is dark and the signature is written in a fluid, connected style.

Paul Hitterman  
Acting Regional Director

cc: David P. Lichtman, ESQ.  
Dowd, Bloch, Bennett, Cervone,  
Auerbach & Yokich LLP  
8 South Michigan Avenue, Suite 1900  
Chicago, IL 60603-3315

---

**From:** Thomson, George <gthomson@colum.edu>  
**Sent:** Friday, June 11, 2021 12:32 PM  
**To:** O'Neill, Emily  
**Cc:** Smith, Terence  
**Subject:** Case No. 13-CA-277925

Hi Emily,

I work on labor relations matters for Columbia College with Terence Smith with whom you've been in touch recently on another matter. I received the captioned matter yesterday. He and I will be representing the college in this matter. Both he and I have appearances on file in Region 13 related to other cases with Columbia's PTF Union, CFAC. Do you need a new appearance form for this charge, or can this email suffice?

I believe Terence may have recently provided a response to the Board's Commerce Questionnaire in another case which you are handling. If so, can that suffice as the response for this case also?

I'll be out for a few days in the next week or so, so I hope you would be amenable to an extension to June 25, 2021, for the college to provide its response to the charge. Thanks.

If you have any questions, please feel free to call me.

George  
[773-329-0475](tel:773-329-0475)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**First Amended CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**

Case

13-CA-277925

Date Filed

8/2/2021

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Columbia College Chicago		b. Te. No. 312-369-1000
		c. Ce. No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 600 S. Michigan Ave., Chicago, IL 60605	e. Employer Representative Kwang-Wu Kim, President	g. e-mail
		h. Number of workers employed 500
i. Type of Establishment (factory, mine, wholesaler, etc.) Private college		j. Identify principal product or service Undergraduate and graduate education

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since on or about May 14, 2021, the above-named Employer has failed and refused to bargain over its decision to adopt and implement a policy concerning the intellectual property rights of bargaining unit employees, or the effects of the policy on the faculty.

In addition, since June 2, 2021 the Employer has failed and refused to provide relevant information relating to its adoption of the intellectual property policy.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**  
Columbia Faculty Union (CFAC) Local 6602

4a. Address (Street and number, city, state, and ZIP code) 600 S. Michigan Ave., Suite 1309 B, Chicago, IL 60605	4b. Te. No. 312-369-7485
	4c. Ce. No.
	4d. Fax No.
	4e. e-mail

**5. Full name of national or international labor organization of which this is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**  
Illinois Federation of Teachers-American Federation of Teachers, AFL-CIO**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

*David Lichtman*

David P. Lichtman, Attorney

(signature of representative or person making charge)

(Print/type name and title or office if any)

Dowd, Bloch, Bennett, Cervone, Auerbach &amp; Yokich, LLP

Address 8 S. Michigan Ave. 19th Fl., Chicago IL 60603

Date 8/02/2021

Te. No.  
312-372-1361

Office, if any, Ce. No.

Fax No.

e-mail  
dlichtman@laboradvocates.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 13  
Dirksen Federal Building  
219 South Dearborn Street, Suite 808  
Chicago, IL 60604-2027

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (312)353-7570  
Fax: (312)886-1341



Download  
NLRB  
Mobile App

August 4, 2021

Kwang Wu Kim, President/CEO  
600 S Michigan  
Chicago, IL 60605

Re: Columbia College Chicago  
Case 13-CA-277925

Dear Dr. Kim:

Enclosed is a copy of the first amended charge that has been filed in this case.

**Investigator:** This charge is being investigated by Field Attorney Emily O'Neill whose telephone number is (312)353-7610 and whose e-mail address is [Emily.O'Neill@nlrb.gov](mailto:Emily.O'Neill@nlrb.gov). If the agent is not available, you may contact Supervisory Field Examiner Paul Prokop whose telephone number is (312)353-7171.

**Presentation of Your Evidence:** As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the first amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Procedures:** Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site ([www.nlr.gov](http://www.nlr.gov)). You must e-file all documents electronically or provide a written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its

determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,

A handwritten signature in black ink that reads "Daniel N. Nelson". The signature is written in a cursive, flowing style.

Daniel N. Nelson  
Acting Regional Director

Enclosure: Copy of first amended charge

cc: Terence Smith  
600 S Michigan Ave  
Room 717  
Chicago, IL 60605

George Thomson, Labor Relations  
Advisor  
Columbia College Chicago  
600 S Michigan  
Chicago, IL 60605

**UNITED STATES OF AMERICA**  
**BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**COLUMBIA COLLEGE**

Charged Party

and

**COLUMBIA FACULTY UNION (CFAC), LOCAL  
6602, IFT-AFT/AFL-CIO**

Charging Party

**Case 13-CA-277925**

**AFFIDAVIT OF SERVICE OF FIRST AMENDED CHARGE AGAINST EMPLOYER**

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on August 4, 2021, I served the above-entitled document(s) by regular mail upon the following persons, addressed to them at the following addresses:

Kwang Wu Kim, President/CEO  
600 S Michigan  
Chicago, IL 60605

Terence Smith  
600 S Michigan Ave  
Room 717  
Chicago, IL 60605

George Thomson, Labor Relations Advisor  
Columbia College Chicago  
600 S Michigan  
Chicago, IL 60605

August 4, 2021

\_\_\_\_\_  
Date

Brendan Zarling, Designated Agent of  
NLRB

\_\_\_\_\_  
Name

/s/ Brendan Zarling

\_\_\_\_\_  
Signature



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 13  
Dirksen Federal Building  
219 South Dearborn Street, Suite 808  
Chicago, IL 60604-2027

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (312)353-7570  
Fax: (312)886-1341



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August 4, 2021

Columbia Faculty Union (CFAC), Local 6602, IFT-AFT/AFL-CIO  
600 S. Michigan Ave.  
Suite 1309 B  
Chicago, IL 60605

Re: Columbia College Chicago  
Case 13-CA-277925

Dear Sir or Madam:

We have docketed the first amended charge that you filed in this case.

**Investigator:** This charge is being investigated by Field Attorney Emily O'Neill whose telephone number is (312)353-7610 and whose e-mail address is [Emily.O'Neill@nlrb.gov](mailto:Emily.O'Neill@nlrb.gov). If the agent is not available, you may contact Supervisory Field Examiner Paul Prokop whose telephone number is (312)353-7171.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Procedures:** Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site ([www.nlr.gov](http://www.nlr.gov)). You must e-file all documents electronically or provide a



written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,

A handwritten signature in black ink, reading "Daniel N. Nelson". The signature is fluid and cursive, with the first name "Daniel" and last name "Nelson" clearly legible.

Daniel N. Nelson  
Acting Regional Director

cc: David P. Lichtman, Esq.  
Dowd, Bloch, Bennett, Cervone,  
Auerbach & Yokich LLP  
8 South Michigan Avenue, Suite 1900  
Chicago, IL 60603-3315

UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD  
SETTLEMENT AGREEMENT

IN THE MATTER OF  
Columbia College Chicago

Case 13-CA-277925

Subject to the approval of the Regional Director for the National Labor Relations Board, the Charged Party and the Charging Party **HEREBY AGREE TO SETTLE THE ABOVE MATTER AS FOLLOWS:**

**POSTING OF NOTICE** — After the Regional Director has approved this Agreement, the Regional Office will send copies of the approved Notice to the Charged Party in English and in additional languages if the Regional Director decides that it is appropriate to do so. A responsible official of the Charged Party will then sign and date those Notices and immediately post them in all locations where notices to employees are normally posted. If the Employer's place of business is currently closed and a substantial number of employees are not reporting to the facility due to the Coronavirus pandemic or is operating with less than a substantial complement of employees, the 60 consecutive day period for posting will begin when the Employer's place of business reopens and a substantial complement of employees have returned to work. For purposes of this notice posting, a substantial complement of employees is at least 50% of the total number of employees employed by the Employer prior to closing its business due to the Coronavirus pandemic. The Charged Party will keep all Notices posted for 60 consecutive days after the initial posting.

**E-MAILING NOTICE** - The Charged Party will email a copy of the signed Notice in English, and in additional languages if the Regional Director decides that it is appropriate, to all employees who customarily receive electronic communications from the Employer. The message of the e-mail transmitted with the Notice will state: "We are distributing the Attached Notice to Employees to you pursuant to a Settlement Agreement approved by the Regional Director of Region 13 of the National Labor Relations Board in Case(s) 13-CA-277925." If the Employer's place of business is currently closed due to the Coronavirus pandemic, the Employer will email the copy of the Notice to its employees when the Employer's place of business reopens. To document its compliance with this requirement, the Charged Party will e-file a copy of its distribution e-mail, with all of the recipients' e-mail addresses visible, along with a copy of the attached Notice and a fully completed Certification of Posting form, via the Agency's e-filing portal at [www.nlrb.gov](http://www.nlrb.gov).

**COMPLIANCE WITH NOTICE** — The Charged Party will comply with all the terms and provisions of said Notice.

**SCOPE OF THE AGREEMENT** — This Agreement settles only the allegations in the above-captioned case(s), including all allegations covered by the attached Notice to Employees made part of this agreement, and does not settle any other case(s) or matters. It does not prevent persons from filing charges, the General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to matters that happened before this Agreement was approved regardless of whether General Counsel knew of those matters or could have easily found them out. The General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned case(s) for any relevant purpose in the litigation of this or any other case(s), and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to said evidence.

**PARTIES TO THE AGREEMENT** — If the Charging Party fails or refuses to become a party to this Agreement and the Regional Director determines that it will promote the policies of the National Labor Relations Act, the Regional Director may approve the settlement agreement and decline to issue or reissue a Complaint in this matter. If that occurs, this Agreement shall be between the Charged Party and the undersigned Regional Director. In that case, a Charging Party may request review of the decision to approve the Agreement. If the General Counsel does not sustain the Regional Director's approval, this Agreement shall be null and void.

**AUTHORIZATION TO PROVIDE COMPLIANCE INFORMATION AND NOTICES DIRECTLY TO CHARGED PARTY** — Counsel for the Charged Party authorizes the Regional Office to forward the cover letter describing the general expectations and instructions to achieve compliance, a conformed settlement, original notices and a certification of posting directly to the Charged Party. If such authorization is granted, Counsel will be simultaneously served with a courtesy copy of these documents.

Yes GT

Initials

No \_\_\_\_\_

Initials

**PERFORMANCE** — Performance by the Charged Party with the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director, or if the Charging Party does not enter into this Agreement, performance shall commence immediately upon receipt by the Charged Party of notice that no review has been requested or that the General Counsel has sustained the Regional Director.

The Charged Party agrees that in case of non-compliance with any of the terms of this Settlement Agreement by the Charged Party, and after 14 days' notice from the Regional Director of the National Labor Relations Board of such non-compliance without remedy by the Charged Party, the Regional Director will issue a Complaint that includes the allegations covered by the Notice to Employees, as identified above in the Scope of Agreement section, as well as filing and service of the charge(s), commerce facts necessary to establish Board jurisdiction, labor organization status, appropriate bargaining unit (if applicable), and any other allegations the General Counsel would ordinarily plead to establish the unfair labor practices. Thereafter, the General Counsel may file a Motion for Default Judgment with the Board on the allegations of the Complaint. The Charged Party understands and agrees that all of the allegations of the Complaint will be deemed admitted and that it will have waived its right to file an Answer to such Complaint. The only issue that the Charged Party may raise before the Board will be whether it defaulted on the terms of this Settlement Agreement. The General Counsel may seek, and the Board may impose, a full remedy for each unfair labor practice identified in the Notice to Employees. The Board may then, without necessity of trial or any other proceeding, find all allegations of the Complaint to be true and make findings of fact and conclusions of law consistent with those allegations adverse to the Charged Party on all issues raised by the pleadings. The Board may then issue an Order providing a full remedy for the violations found as is appropriate to remedy such violations. The parties further agree that a U.S. Court of Appeals Judgment may be entered enforcing the Board Order ex parte, after service or attempted service upon Charged Party at the last address provided to the General Counsel.

**NOTIFICATION OF COMPLIANCE** — Each party to this Agreement will notify the Regional Director in writing what steps the Charged Party has taken to comply with the Agreement. This notification shall be given within 5 days, and again after 60 days, from the date of the approval of this Agreement. If the Charging Party does not enter into this Agreement, initial notice shall be given within 5 days after notification from the Regional Director that the Charging Party did not request review or that the General Counsel sustained the Regional Director's approval of this agreement. No further action shall be taken in the above captioned case(s) provided that the Charged Party complies with the terms and conditions of this Settlement Agreement and Notice.

<b>Charged Party</b> <b>Columbia College Chicago</b>		<b>Charging Party</b> <b>Columbia Faculty Union (CFAC), Local 6602, IFT-AFT/AFL-CIO</b>	
By:	Date	By:	Date
<i>/s/ George Thomson</i>	<i>2/1/2022</i>	<i>/s/ Diana Vallera</i>	<i>1/28/2022</i>
<hr/> (Signature) Print Name and Title below George Thomson, Labor Relations Advisor		<hr/> (Signature) Print Name and Title below Diana Vallera, CFAC President	
Recommended By:	Date	Approved By:	Date
<i>/s/ Emily O'Neill</i>	<i>2/1/2022</i>	<i>/s/ Paul Hitterman</i>	<i>2/1/2022</i>
<hr/> Emily O'Neill Field Attorney, Region 13		<hr/> Paul Hitterman Acting Regional Director, Region 13	

(To be printed and posted on official Board notice form)

**THE NATIONAL LABOR RELATIONS ACT GIVES YOU THE RIGHT TO:**

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

**WE WILL NOT** interfere with, restrain, or coerce you in the exercise of the above rights.

**WE WILL NOT** refuse to provide the Union with information that is relevant and necessary to its role as your bargaining representative.

**WE WILL NOT** refuse to meet and bargain in good faith with the Union over any proposed changes in wages, hours and working conditions, including to your intellectual property rights, before adopting and putting such changes into effect.

**WE WILL** provide the Union with the following information it requested on June 2 and 11, 2021: notes and minutes from meetings in which the College's consideration of a policy concerning the intellectual property rights of our employees was discussed.

**WE WILL**, as requested by the Union, bargain in good faith over the adoption and implementation of any policy concerning intellectual property rights of our bargaining unit employees.

**Columbia College Chicago**

(Employer)

**Dated: 2/1/2022**

**By:/s/ George Thomson**

**Labor Relations Advisor**

(Representative)

(Title)

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*The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-844-762-NLRB*

*(1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service (link is external) by visiting its website at <https://www.federalrelay.us/tty> (link is external), calling one of its toll free numbers and asking its Communications Assistant to call our toll free number at 1-844-762-NLRB.*

Dirksen Federal Building  
219 South Dearborn Street, Suite 808  
Chicago, IL 60604-2027

**Telephone:** (312)353-7570  
**Hours of Operation:** 8:30 a.m. to 5 p.m.

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**THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE**

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the Centralized Compliance Unit at [complianceunit@nlrb.gov](mailto:complianceunit@nlrb.gov).



# NOTICE TO EMPLOYEES

## POSTED PURSUANT TO A SETTLEMENT AGREEMENT APPROVED BY A REGIONAL DIRECTOR OF THE NATIONAL LABOR RELATIONS BOARD

AN AGENCY OF THE UNITED STATES GOVERNMENT

Columbia College Chicago  
Case 13-CA-277925

### THE NATIONAL LABOR RELATIONS ACT GIVES YOU THE RIGHT TO

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

**WE WILL NOT** interfere with, restrain, or coerce you in the exercise of the above rights.

**WE WILL NOT** refuse to provide the Union with information that is relevant and necessary to its role as your bargaining representative.

**WE WILL NOT** refuse to meet and bargain in good faith with the Union over any proposed changes in wages, hours and working conditions, including to your intellectual property rights, before adopting and putting such changes into effect.

**WE WILL** provide the Union with the following information it requested on June 2 and 11, 2021: notes and minutes from meetings in which the College's consideration of a policy concerning the intellectual property rights of our employees was discussed.

**WE WILL**, as requested by the Union, bargain in good faith over the adoption and implementation of any policy concerning intellectual property rights of our bargaining unit employees.

**Columbia College Chicago**

**Dated** \_\_\_\_\_ **By:** \_\_\_\_\_  
(Representative) (Title)

*The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below. You may also obtain information from the Board's website: [www.nlr.gov](http://www.nlr.gov) and the toll-free number (844) 762-NLRB (6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service (link is external) by visiting its website at <https://www.federalrelay.us/tty> (link is external), calling one of its toll free numbers and asking its Communications Assistant to call our toll free number at 1-844-762-NLRB.*

Dirksen Federal Building  
219 South Dearborn Street, Suite 808  
Chicago, IL 60604-2027

**Telephone:** (312) 353-7570  
**Hours of Operation:** 8:30 a.m. to 5 p.m.

### THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the Centralized Compliance Unit, Compliance Assistant, Ladean Williams at (215) 597-0673.





UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 13  
Dirksen Federal Building  
219 South Dearborn Street, Suite 808  
Chicago, IL 60604-2027

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (312)353-7570  
Fax: (312)886-1341

Direct phone number: (215)597-0673

Email address: [ladean.williams@nlrb.gov](mailto:ladean.williams@nlrb.gov)

February 3, 2022

**VIA E-MAIL ONLY**

Terence Smith  
George Thomson, Labor Relations Labor Advisor  
600 S Michigan Ave  
Room 717  
Chicago, IL 60605  
[tsmith@colum.edu](mailto:tsmith@colum.edu)  
[gthomson@colum.edu](mailto:gthomson@colum.edu)

Re: Columbia College Chicago  
Case 13-CA-277925

Dear Mr. Smith and Thomson:

Enclosed is a conformed copy of the Settlement Agreement in the above matter that was approved on **February 1, 2022**. The Settlement Agreement is now in effect and has been assigned to me to secure compliance with its terms. This letter discusses what the Employer needs to do to comply with the Agreement and sets forth deadlines for the return of documentary evidence and certifications demonstrating the Employer's efforts to comply. In corresponding with the Agency during the compliance phase, please be advised that the NLRB requires the mandatory electronic filing of all case documents via the Agency's e-filing portal at [www.nlr.gov](http://www.nlr.gov).

**Physically Post Notice:** Enclosed are printable copies of the official Notice to Employees. By **February 17, 2022**, the Employer must:

- Print the attached Notices in color on 8 ½ by 14 inch legal-sized paper and ensure that each copy of the Notice retains the heading in blue lettering at the top of the Notice and the footer containing the Employer's signature and the Region's contact information.
- Have a responsible official of the Employer, not the Employer's attorney, sign and date the Notices.
- Post the signed Notices in conspicuous locations where notices to employees are customarily posted at the Employer's facility in Chicago, IL for a period of 60 consecutive days.

Case(s) 13-CA-277925

The Employer must take reasonable steps to ensure that the Notices are not altered, defaced or covered by other material. During the posting period, a member of the Regional Office staff may visit the Employer's facility to inspect the Notices.

**Coronavirus Pandemic Delay:** If the facility involved in these proceedings is open and staffed by a substantial complement of employees, the Notices must be physically posted and distributed by all means described in this letter by **February 17, 2022**. If the facility involved in these proceedings is closed due to the Coronavirus pandemic, the Notices must be posted and distributed by all means described in this letter within 14 days after the facility reopens and a substantial complement of employees have returned to work, and the Notices may not be posted until a substantial complement of employees have returned to work. A substantial complement of employees is at least 50% of the total number of employees employed by the Employer prior to closing its business due to the Coronavirus pandemic. The Employer should be prepared to provide monthly updates as to the status of operations at its facility.

**Electronically Mail Notice:** The Settlement Agreement further provides that the Charged Party will email (via personal e-mail to the extent available and via work email otherwise) a copy of the signed Notice in English to all employees who customarily receive electronic communications from the Employer. The message of the e-mail transmitted with the Notice by the Charged Party will state: **We are distributing the Attached Notice to Employees to you pursuant to a Settlement Agreement approved by the Regional Director of Region 13 of the National Labor Relations Board in Case(s) 13-CA- 277925."** If the Employer's place of business is currently closed due to the Coronavirus pandemic, the Employer will email the copy of the Notice to its employees when the Employer's place of business reopens. To document its compliance with this requirement,

- To document its compliance with this requirement, the Charged Party will e-file a copy of its distribution e-mail, with all of the recipients' e-mail addresses visible, along with a copy of the attached Notice and a fully completed Certification of Posting form, via the Agency's e-filing portal at [www.nlrb.gov](http://www.nlrb.gov).

If the Employer does not customarily communicate with its employees by electronic means such as by email, it should so advise in writing on the Certification of Posting form.

### **Remedial Actions**

**Provide Information:** The Settlement Agreement provides that the Employer will provide the Union with the information described in the Settlement Agreement/Notice to Employees. By **February 17, 2022**, the Employer must:

- Provide the Union with the information described in the Settlement Agreement/Notice to Employees.)
- Confirm the date and name of the Union representative to whom it provided the information to on the Certification of Compliance form, which will be discussed below.

Case(s) 13-CA-277925

- Submit documentary evidence showing all correspondence with the Charging Party and the provision of the sought information via e-file at [www.nlrb.gov](http://www.nlrb.gov).

**Bargain in Good Faith:** The Settlement Agreement provides that the Employer will, upon request, meet and bargain with by the Union, bargain in good faith over the adoption and implementation of any policy concerning intellectual property rights of bargaining unit employees.

Please read all the terms of the Settlement Agreement and Notice carefully, as the Charged Party is expected to comply with all such provisions. If you have any questions or if I can assist you, please let me know.

**Certifications of Compliance:** Certification of Posting and Compliance forms are enclosed. The Employer must complete and return the following forms by the deadlines listed below:

- By **February 17, 2022**, return via e-file the completed Certification of Posting form, along with a color copy of the signed Notice and, if applicable, documentary evidence to support the Employer's compliance with distributing the signed Notice to employees through other methods.
- By **February 17, 2022**, return via e-file the completed Certification of Compliance form, along with any documentary evidence to support the Employer's compliance with the affirmative actions the Employer must take to comply.
- For cases involving Notice readings, by 7 days after the Employer has completed the Notice reading, return via e-file the completed Supplemental Certification of Compliance form.
- For cases involving a make whole remedy, by 14 days after the Region has notified the Employer that it has determined the backpay amounts owed, return via e-file the completed Supplemental Certification of Compliance form.

**Electronic Filing of Documents:** The NLRB requires mandatory electronic filing of all case documents. See [GC 20-01](#) for more information. Written instructions for using the Agency's e-filing system and the Agency's Electronic Filing Terms and Conditions have been posted on the Agency's [website](#). The Agency's website also contains a [video demonstration](#) which provides step-by-step instructions for e-filing.

### **Case Closing**

When all the affirmative terms of the Settlement Agreement have been fully complied with and there are no reported violations of its negative provisions, you will be notified that this case has been closed on compliance. Timely submission of the Certifications of Posting and Compliance, along with the documents requested within, will assist the Centralized Compliance Unit in recommending the closing of this case in a timely manner.

Your cooperation in this matter will be appreciated.

Case(s) 13-CA-277925

Thank you,

*/s/ Ladean Williams*  
LADEAN WILLIAMS

Enclosures: Copy of Conformed Settlement Agreement  
Notices to Employees  
Certification of Posting Form  
Certification of Compliance Form  
Supplemental Certification of Compliance Form

cc: David P. Lichtman, Esquire  
Dowd, Bloch, Bennett, Cervone,  
Auerbach & Yokich LLP  
8 South Michigan Avenue, Suite 1900  
Chicago, IL 60603-3315  
[dlichtman@laboradvocates.com](mailto:dlichtman@laboradvocates.com)

**CERTIFICATION OF POSTING**

**RE: Columbia College Chicago  
Case(s) 13-CA-277925**

**Due Date: February 17, 2022**

**As required by the Settlement Agreement in this matter, this document is a sworn certification of the steps that the Employer has taken to comply**

**Physical Posting**

The signed and dated Notice to Employees in the above matter was posted on (date)\_\_\_\_\_ at the following locations: (List specific places of posting)

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**A legible copy of the signed Notice, displaying full text of the Notice, including the date, signature and title of the responsible official of the Employer was e-filed together with this Certification.**

**Electronic Mailing**

The signed and dated Notice to Employees in the above-captioned matter was electronically mailed on (date)\_\_\_\_\_ to all employees who work at the facility located at 600 S Michigan, Chicago, IL 60605. The message of the e-mail transmitted with the Notice will state: **"We are distributing the Attached Notice to Employees to you pursuant to a Settlement Agreement approved by the Regional Director of Region Four of the National Labor Relations Board in Case 13-CA-277925."** A copy of this distribution e-mail, with all of the recipients' e-mail addresses visible, along with a copy of the attached Notice, was e-filed via the Agency's e-filing portal at [www.nlrb.gov](http://www.nlrb.gov) together with this Certification.

I have completed this Certification of Posting and state under penalty of perjury that it is true and correct.

**CHARGED PARTY**

By: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

This form should be returned to the Centralized Compliance Unit together with **ONE** original Notice, dated and signed in the same manner as those posted. The Certification of Posting form and color-scanned signed Notice should be returned via e-file. Please do not e-mail or physically send hard copies of the Certification of Posting form or Notice at this time. If you need assistance in e-filing case documents, please contact the Compliance Assistant assigned to this case.

**CERTIFICATION OF COMPLIANCE**

**Due Date: February 17, 2022**

**RE: Columbia College Chicago  
Case(s) 13-CA-277925**

**As required by the Settlement Agreement in this matter, this document is a sworn certification of the steps that the Employer has taken to comply.**

**Provided Sought Information**

On (date) \_\_\_\_\_, the Employer provided the Union with the information it requested on June 2 and 11, 2021. This information was provided to:

- Name: \_\_\_\_\_
- Title: \_\_\_\_\_

**Bargained with the Union**

On (date) \_\_\_\_\_, the Union requested bargaining as provided for in the Settlement Agreement.

On (date) \_\_\_\_\_, the parties agreed to meet on  
(dates) \_\_\_\_\_ for bargaining.

or

☐ No relevant bargaining was requested during the posting period

I have completed this Certification of Compliance and state under penalty of perjury that it is true and correct.

**CHARGED PARTY**

By: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

This form should be returned to the Centralized Compliance Unit via e-file. Please do not e-mail or physically send hard copies of the Certification of Compliance form at this time. If you need assistance in e-filing case documents, please contact the Compliance Assistant assigned to this case.



**CERTIFICATION OF POSTING**

**RE: Columbia College Chicago  
Case(s) 13-CA-277925**

25  
**Due Date: February 17, 2022**

**As required by the Settlement Agreement in this matter, this document is a sworn certification of the steps that the Employer has taken to comply**

**Physical Posting**

The signed and dated Notice to Employees in the above matter was posted on  
(date) February 22, 2022 at the following locations: (List specific places of posting)  
See attached listing

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**A legible copy of the signed Notice, displaying full text of the Notice, including the date, signature and title of the responsible official of the Employer was e-filed together with this Certification.**

**Electronic Mailing**

The signed and dated Notice to Employees in the above-captioned matter was electronically mailed on (date) February 22, 2022 to all employees who work at the facility located at 600 S Michigan, Chicago, IL 60605. The message of the e-mail transmitted with the Notice will state: "We are distributing the Attached Notice to Employees to you pursuant to a Settlement Agreement approved by the Regional Director of Region Four of the National Labor Relations Board in Case 13-CA-277925." A copy of this distribution e-mail, with all of the recipients' e-mail addresses visible, along with a copy of the attached Notice, was e-filed via the Agency's e-filing portal at www.nlr.gov together with this Certification.

**Posting locations for 13-CA-277925**

**Columbia College Departments**

Administration/Human Resources	624 S Michigan, Room 600
Administration/Labor Relations	600 S Michigan, Room 700
American Sign Language	33 E Ida B Wells, Room 401
Art and Art History	623 S Wabash, Room 700
Audio Arts and Acoustics	33 E Ida B Wells, Room 601
Business and Entrepreneurship	618 S Michigan, Room 701
Cinema and Television Arts	1104 S Wabash, Room 313
Communication and Media Innovation	33 E Ida B Wells, Room 201
Dance	1306 S. Michigan, Room 100
Design	623 S Wabash, Room 700
English and Creative Writing	33 E Ida B Wells, Room 300
Fashion Studies	618 S Michigan, Room 1001
Humanities History and Social Sciences	624 S Michigan, Room 1000
Interactive Arts and Media	916 S Wabash, Room 101
Music	1014 S Michigan, Room 300
Photography	600 S Michigan, Room 1200-J
Science and Mathematics	623 S Wabash, Room 500
Theater	72 E 11 <sup>th</sup> , Room 300

All addresses are Chicago, IL 60605

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February 22, 2022

[View this email in your browser](#)

# Columbia

## COLLEGE CHICAGO

We are distributing the **Attached Notice** to Employees to you pursuant to a Settlement Agreement approved by the Regional Director of Region 13 of the National Labor Relations Board in Case(s) 13-CA- 277925.

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*Copyright © 2022 Columbia College Chicago, All rights reserved.*

Want to change how you receive these emails?

You can [update your preferences](#) or [unsubscribe from this list](#)

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I have completed this Certification of Posting and state under penalty of perjury that it is true and correct.

**CHARGED PARTY**

By: GEORGE THOMSON

Title: LABOR RELATIONS ADVISOR

Date: 2/23/22

This form should be returned to the Centralized Compliance Unit together with **ONE** original Notice, dated and signed in the same manner as those posted. The Certification of Posting form and color-scanned signed Notice should be returned via e-file. Please do not e-mail or physically send hard copies of the Certification of Posting form or Notice at this time. If you need assistance in e-filing case documents, please contact the Compliance Assistant assigned to this case.

**CERTIFICATION OF COMPLIANCE**

25

Due Date: February 17, 2022

RE: Columbia College Chicago  
Case(s) 13-CA-277925

As required by the Settlement Agreement in this matter, this document is a sworn certification of the steps that the Employer has taken to comply.

**Provided Sought Information**

On (date) 2/24/22, the Employer provided the Union with the information it requested on June 2 and 11, 2021. This information was provided to:

- Name: Robert Bloch / David Lichtman
- Title: Attorneys for the Union

**Bargained with the Union**

On (date) \_\_\_\_\_, the Union requested bargaining as provided for in the Settlement Agreement.

On (date) \_\_\_\_\_, the parties agreed to meet on  
(dates) \_\_\_\_\_ for bargaining.

or

☒ No relevant bargaining was requested during the posting period \* see attached for further explanation

I have completed this Certification of Compliance and state under penalty of perjury that it is true and correct.

**CHARGED PARTY**

By: GEORGE THOMSON  
Title: LABOR RELATIONS ADVISOR  
Date: 2/24/22

This form should be returned to the Centralized Compliance Unit via e-file. Please do not e-mail or physically send hard copies of the Certification of Compliance form at this time. If you need assistance in e-filing case documents, please contact the Compliance Assistant assigned to this case.

**Attachment of certificate of Compliance for 13-CA-277925**

**Charged Party checked the box for "No relevant bargaining was requested during the posting period."**  
**By way of explanation, Charged Party notes that the Union requested bargaining prior to the entry of the Settlement Agreement and prior to the posting period. The Union and the Charged Party met about the underlying issue at hand several times prior to the entry of the Settlement Agreement and prior to the posting period. The Charged Party continues to be ready to bargain about the issue at hand.**

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**CONFIRMATION OF 60-DAY POSTING**

**Columbia College Chicago**  
**Case 13-CA-277925**

The Notice to Employees provided by the National Labor Relations Board in the above matter remained continuously and conspicuously posted for at least 60 days.

**CHARGED PARTY/RESPONDENT**

By: George Thomson - GEORGE THOMSON

Title: LABOR RELATIONS ADVISOR

Date: APRIL 26, 2022





UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 13  
Dirksen Federal Building  
219 South Dearborn Street, Suite 808  
Chicago, IL 60604-2027

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (312)353-7570  
Fax: (312)886-1341

June 24, 2022

**VIA E-MAIL AND REGULAR MAIL**

Terence Smith  
600 S Michigan Avenue  
Room 717  
Chicago, IL 60605  
[tsmith@colum.edu](mailto:tsmith@colum.edu)

George Thomson, Labor Relations Advisor  
Columbia College Chicago  
600 S Michigan  
Chicago, IL 60605  
[gthomson@colum.edu](mailto:gthomson@colum.edu)

Re: Columbia College Chicago  
Case 13-CA-277925

Dear Mr. Smith and Mr. Thomson:

The above-captioned case has been closed on compliance. Please note that the closing is conditioned upon continued observance of the informal Settlement Agreement.

Very truly yours,

/s/ *Timothy L. Watson*

TIMOTHY L. WATSON  
Regional Director

cc: Kwang Wu Kim, President/CEO  
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